

POLICE AND FIRE COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM

Section I: Agreement Details

Public Employer: County of Gloucester County: Gloucester

Employee Organization: PBA 122 Gloucester County Sheriff Officer's Association Employees in Unit: 74

Base Year Contract Term: 1/1/2009 12/31/2013 New Contract Term 1/1/2014 12/31/2018

Type of Settlement: ☐ Arbitrator's Award ☐ Fact-Finder Recommendation ☒ Voluntary Settlement

Section II: Statutory Definition of Base Salary

N.J.S.A. 34:13A-16.7(a): Base salary is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension, and health and medical insurance costs.

	Base Year - Total Costs (Last Year of Previous agreement)		New Base Year - Total Costs (First Year of Successor agreement)	
	Column A Economic Inside Base Salary	Column B Non-salary Economic Outside Base Salary	Column C Economic Inside Base Salary	Column D Non-salary Economic Outside Base Salary
Section III: Economic - Costs inside base salary				
Salary	\$5,932,504		\$6,214,296	
Increment		N/A		N/A
Longevity				
Section IV: Additional Costs				
List economic items: Indicate either inside or outside base salary as agreed to between the parties				
Item Description				
Item 1 Sick Buyback	\$49,217			
Item 2 Attendance Bonus	\$51,186			
Item 3 Education Bonus	\$16,600			
Item 4 Physical Fitness Bonus	\$16,250			
Item 5 Holiday Bonus	\$297,132			
Item 6				
Item 7				
Item 8				
Item 9				
Any additional items list on separate sheet Additional Items				
Section V: Totals - Sum of costs in each column	\$6,362,889		\$6,214,296	
	(Total Economic) Section III & IV	(Total Non-salary Economic)	(Total Economic) Section III & IV	(Total Non-salary Economic)

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement) \$6,362,889

Effective Date (m/d/yyyy)	1/1/2014	1/1/2015	1/1/2016	1/1/2017	1/1/2018
Percent Increase	1.95	1.75	1.75	1.75	1.95
Actual dollar increase	\$148,593	\$153,891	\$184,210	\$188,846	\$206,860
Total Economic Costs (successor agreement)	\$6,214,296	\$6,368,187	\$6,552,397	\$6,741,243	\$6,948,103

Section VII: Impact of Settlement - average annual increase over term of agreement

Percentage Impact (average per year over term of agreement) 1.84

Dollar Impact (average per year over term of agreement) \$117,043

Section VIII

Medical Costs	Base Year	Year 1			
Cost of Health Plan					
Employee Contributions	\$0	\$94,779			
Prescription					
Dental					
Vision					

The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.

Section IX

Prepared by: Michelle Pandolfo Title: Sr. Program Development Specialist

Signature: Michelle Pandolfo Date: 9/10/2014